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Industry Wage Survey
Hotels and Motels
New York, NY
June 1988

U.S. Department of Labor
Bureau of Labor Statistics
Summary
November 1988

According to a recent survey conducted by the Bureau of Labor Statistics, straight-time employer-paid wages of workers in selected tipped occupations in hotels and motels in New York—one of 18 metropolitan areas surveyed—ranged from $5.47 for waiters and waitresses in cocktail lounges to $9.32 for bartenders in public bars. Among nontipped occupations, average hourly pay ranged from $9.60 for kitchen helpers to $11.69 for stationary engineers (table 2).

The survey also developed information on certain establishment practices and employee benefits, such as scheduled weekly hours of work, paid holidays and vacations, life and health insurance, and retirement pension plans (table 3).

In addition, the survey estimated average hourly tips for selected tipped occupations. This information, together with other survey findings, will be reported in a comprehensive bulletin expected to be available in mid-1989.

The survey included establishments with 20 workers or more primarily engaged in providing lodging, or lodging and meals, to the general public and open at least 9 months a year (part of industry 7011 as defined in the 1972 edition of the *Standard Industrial Classification Manual* of the U.S. Office of Management and Budget). Excluded were seasonal hotels and motels (in operation fewer than 9 months a year) and separate auxiliary units such as central offices and warehouses.

The New York metropolitan area consists of New York City (Bronx, Kings, New York, Queens, and Richmond Counties) and Putnam, Rockland, and Westchester Counties.

Data were obtained by visits of Bureau representatives to 33 of the 165 establishments in the area. These establishments, employing 17,036 workers, were selected and appropriately weighted to represent approximately 33,726 workers.

Fieldwork was directed by Robert Findlay, Assistant Regional Commissioner for Operations of the Bureau's New York regional office.

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L 2.3/3-2:

Table 1. Occupational earnings: Hotels and motels, New York, NY, June 1988: Tipped occupations

Occupation	Number of workers	Average hourly earnings[1]	Number of workers receiving straight-time hourly earnings (in dollars) of —																										
			Under 3.50	3.50 and under 3.75	3.75 – 4.00	4.00 – 4.25	4.25 – 4.50	4.50 – 4.75	4.75 – 5.00	5.00 – 5.25	5.25 – 5.50	5.50 – 5.75	5.75 – 6.00	6.00 – 6.25	6.25 – 6.50	6.50 – 6.75	6.75 – 7.00	7.00 – 7.25	7.25 – 7.50	7.50 – 7.75	7.75 – 8.00	8.00 – 8.25	8.25 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 and over
Food services																													
Bartenders, public bars	360	9.32	–	–	–	–	–	–	–	–	–	–	21	54	–	–	–	–	–	5	–	–	–	–	–	115	58	94	15
Men	316	9.23	–	–	–	–	–	–	–	–	–	–	17	54	–	–	–	–	–	5	–	–	–	–	–	109	28	88	15
Waiters and waitresses	2,277	5.58	48	117	–	6	10	–	–	28	1389	393	–	21	–	2	134	1	–	2	–	86	21	5	1	1	2	–	10
Men	1,518	5.65	40	43	–	2	4	–	–	–	1045	172	–	16	–	2	88	1	–	2	–	78	16	–	1	1	1	–	8
Women	759	5.44	8	74	–	4	6	–	–	28	344	221	–	5	–	–	46	–	–	–	–	10	5	5	–	–	1	–	2
Cocktail lounges	204	5.47	–	12	–	2	4	–	–	–	110	54	–	5	–	–	17	–	–	–	–	–	–	–	–	–	–	–	–
Men	20	5.77	–	–	–	–	–	–	–	–	16	–	–	–	–	–	4	–	–	–	–	–	–	–	–	–	–	–	–
Women	184	5.44	–	12	–	2	4	–	–	–	94	54	–	5	–	–	13	–	–	–	–	–	–	–	–	–	–	–	–
Full-course restaurants	1,448	5.54	48	81	–	–	2	–	–	28	866	225	–	–	–	–	86	–	–	–	–	65	20	5	–	–	–	–	–
Men	947	5.62	40	29	–	–	–	–	–	–	643	92	–	–	–	–	53	–	–	–	–	75	15	–	–	–	–	–	–
Women	499	5.38	8	52	–	–	2	–	–	28	223	133	–	–	–	–	33	–	–	–	–	10	5	5	–	–	–	–	–
Other (including counter, tray, room service, and other than full-course)	627	5.72	–	24	–	4	4	–	–	–	413	114	–	16	–	2	31	1	–	2	–	1	1	–	1	1	2	–	10
Men	551	5.70	–	14	–	2	4	–	–	–	386	80	–	16	–	2	31	1	–	2	–	1	1	–	1	1	1	–	8
Women	76	5.84	–	10	–	2	–	–	–	–	27	34	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	2
Waiters' and waitresses' assistants[2]	775	6.10	–	–	–	–	26	17	8	–	84	33	20	498	6	–	40	–	–	2	–	–	–	–	–	–	41	–	–
Full-course restaurants	597	5.91	–	–	–	–	26	17	6	–	84	33	20	358	6	–	36	–	–	1	–	–	–	–	–	–	12	–	–
Other (including cocktail lounges, counter, and other than full-course)	178	6.73	–	–	–	–	–	–	2	–	–	–	–	142	–	–	4	–	–	1	–	–	–	–	–	–	29	–	–
Other services																													
Bell persons[3]	1,021	7.27	–	22	18	10	4	–	–	70	–	61	10	92	5	–	–	71	–	33	448	2	–	120	–	55	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Virtually all men.
NOTE: Occupations may include data for subclassifications not shown separately.

Table 2. Occupational earnings: Hotels and motels, New York, NY, June 1988: Nontipped occupations

Occupation	Number of workers	Average hourly earnings[1]	Number of workers receiving straight-time hourly earnings (in dollars) of —																									
			Under 5.75	5.75 and under 6.00	6.00 – 6.25	6.25 – 6.50	6.50 – 6.75	6.75 – 7.00	7.00 – 7.25	7.25 – 7.50	7.50 – 7.75	7.75 – 8.00	8.00 – 8.25	8.25 – 8.50	8.50 – 8.75	8.75 – 9.00	9.00 – 9.25	9.25 – 9.50	9.50 – 9.75	9.75 – 10.00	10.00 – 10.25	10.25 – 10.50	10.50 – 10.75	10.75 – 11.00	11.00 – 11.25	11.25 – 11.50	11.50 – 11.75	11.75 – 12.00	12.00 and over
Food services																												
Bartenders, service bars	174	10.94	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	45	–	–	–	30	–	99	–	–	–
Men	151	10.91	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	41	–	–	–	30	–	80	–	–	–
Women	23	11.15	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4	–	–	–	–	–	19	–	–	–
Kitchen helpers	1,287	9.60	–	40	156	5	5	–	12	2	42	6	28	–	–	48	–	–	–	506	28	28	–	381	–	–	–	–
Men	1,211	9.58	–	38	156	5	5	–	12	2	34	6	14	–	–	48	–	–	–	484	28	28	–	351	–	–	–	–
Women	76	9.80	–	2	–	–	–	–	–	–	8	–	14	–	–	–	–	–	–	22	–	–	–	30	–	–	–	–
Restaurant cooks[2]	694	10.95	–	–	–	–	–	–	5	–	–	30	26	26	–	5	–	–	–	5	14	10	5	357	52	20	105	34
Other services																												
Checkout cashiers	83	10.32	–	–	–	–	–	–	–	9	–	–	–	–	–	–	–	–	–	–	8	66	–	–	–	–	–	–
Women	43	10.24	–	–	–	–	–	–	–	8	–	–	–	–	–	–	–	–	–	–	–	37	–	–	–	–	–	–
House porters[2]	1,872	9.80	6	–	69	10	72	–	–	–	5	–	84	–	–	–	310	–	–	120	–	308	748	–	140	–	–	–	–
Lodging quarters cleaners[2]	5,569	9.91	219	78	116	20	5	–	–	5	4	77	8	–	–	–	640	–	–	60	199	98	4040	–	–	–	–	–	–
Room clerks	1,338	9.70	–	–	118	–	–	24	34	6	80	11	17	20	64	10	–	150	–	–	21	28	452	88	140	20	5	10	40
Men	763	9.57	–	–	112	–	–	4	17	3	24	–	1	20	30	10	–	90	–	–	21	10	256	60	68	10	4	2	20
Women	525	9.78	–	–	6	–	–	20	17	3	56	11	16	–	34	–	–	60	–	–	–	18	146	28	71	10	1	8	20
Maintenance																												
General maintenance workers[2]	1,120	10.42	–	5	–	–	5	–	25	–	–	10	10	30	–	40	115	24	88	115	88	–	–	2	–	472	36	–	57
Stationary engineers[2]	101	11.69	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	9	82	10	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Virtually all men.
[3] Virtually all women.
NOTE: Occupations may include data for subclassifications not shown separately.

Table 3. Establishment practices and employee benefits: Hotels and motels, New York, NY, June 1988

Item	Percent of total plant employment	
	Second shift	Third shift
Shift differentials		
Data not available		

Item	Percent of —	
	Non-supervisory nonoffice workers	All other workers[1]
Scheduled weekly hours		
All workers	100	
25 hours	1	
28 hours	–	
35 hours	85	
37.5 hours	2	
40 hours	11	
Paid holidays		
All workers	100	
Receiving paid holidays	100	
7 holidays	1	
8 holidays	6	
9 holidays	16	
10 holidays	10	
11 holidays	68	
Receiving no paid holidays	–	

Item	Percent of —	
	Non-supervisory nonoffice workers	All other workers[1]
Paid vacations		
All workers	100	
In establishments not providing paid vacations	–	
In establishments providing paid vacations	100	
Length-of-time payment	100	
By vacation pay provisions for:		
6 months of service:		
Under 1 week	4	
1 year of service:		
Under 1 week	–	
1 week	85	
2 weeks	15	
2 years of service:		
Under 1 week	–	
1 week	5	
2 weeks	95	
3 years of service:		
Over 1 and under 2 weeks	–	
2 weeks	93	
3 weeks	7	
4 years of service:		
Over 1 and under 2 weeks	–	
2 weeks	91	
3 weeks	9	
5 years of service:		
Over 1 and under 2 weeks	–	
Over 2 and under 3 weeks	84	
3 weeks	16	
8 years of service:		
Over 1 and under 2 weeks	–	
Over 2 and under 3 weeks	5	
3 weeks	95	
10 years of service:		
Over 1 and under 2 weeks	–	
3 weeks	99	
4 weeks	1	
12 years of service:		
Over 1 and under 2 weeks	–	
3 weeks	99	
4 weeks	1	
15 years of service:		
Over 1 and under 2 weeks	–	
3 weeks	3	
4 weeks	97	

Item	Percent of —	
	Non-supervisory nonoffice workers	All other workers[1]
By vacation pay provisions for: – Continued		
20 years of service:		
Over 1 and under 2 weeks	–	
3 weeks	1	
4 weeks	99	
25 years of service or more:		
Over 1 and under 2 weeks	–	
3 weeks	1	
4 weeks	92	
5 weeks	7	
Insurance, health, and retirement plans		
In establishments offering at least one of the benefits shown below	100	
Life insurance	95	
Accidental death and dismemberment insurance	81	
Sickness and accident insurance or sick leave or both	96	
Sickness and accident insurance	73	
Sick leave (full pay and no waiting period)	99	
Sick leave (partial pay or waiting period)	–	
Long-term disability insurance	6	
Hospitalization, surgical, and medical insurance	97	
Health maintenance organizations	9	
Dental care	97	
Vision care	85	
Alcohol and drug abuse treatment	88	
Hearing care	51	
Retirement plans	91	
Pension	91	
Lump sum	–	

[1] Data not collected.

Scope and Method of Industry Wage Surveys

Occupations selected for study. Occupational classification is based on a uniform set of job descriptions designed to take into account interestablishment and interarea variations in duties within the same job. The occupations are chosen for their numerical importance, their usefulness in collective bargaining, or their representativeness of the entire job scale in the industry. These descriptions, available on request, are included in the final bulletin on each survey.

Wage data. Unless designated otherwise, information on wages relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses) were included as part of the workers' regular pay. Excluded were performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, Christmas, or yearend bonuses, and other nonproduction bonuses. Also excluded were tips and allowances for meals, lodging, or other payments in kind. The wages of learners, apprentices, and handicapped workers are excluded from data for selected occupations but are included in the total when data are presented for all nonsupervisory workers, all production workers, or all service workers.

Separate data are presented, where feasible, by sex and/or method of wage payment. However, the number of men, women, time, or incentive workers may not appear under every job because of publication criteria. Also, the total employment in an occupation may exceed the number of men and women combined because some establishments may not report data by sex.

Employment. Estimates relate to all establishments in the industry and locality as defined for the survey, and are intended as a general guide to the size and composition of the labor force rather than as precise measures of employment. Generally, a greater proportion of large than of small establishments is studied. Each group of establishments of a certain size, however, is given its proper weight in the combination of data.

Shift provisions and practices. Shift provisions relate to the policies of establishments either currently operating late shifts or having formal provisions covering late-shift work. Practices relate to workers employed on late shifts at the time of the survey.

Scheduled weekly hours. Data on weekly hours refer to the predominant work schedule for full-time workers employed on the day shift.

Employee benefit provisions. Employee benefits are included if formal provisions are applicable to half or more of the group studied in an establishment. Similarly, if fewer than half of the workers are covered, the benefits are considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

Information on benefit practices is presented in terms of the proportion (percent distribution) of workers provided the specific benefit itemized. Because of rounding, sums of individual items may not equal totals.

The tabulation of paid holidays provided annually presents data separately for full days and half days.

In the tabulation of vacation policies by years of service, payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings is considered the equivalent of 1 week's pay.

Data for health, insurance, and retirement plans are confined to those for which at least a part of the cost is borne by the employer. Legally required plans, such as workers' disability compensation and social security, are excluded.

NOTE: Scope and method may be modified somewhat to accommodate specific survey requirements.

Industry Wage Survey Bulletins

The most recent reports providing occupational wage data for industries currently included in the Bureau's program of industry wage surveys are listed below. Bulletins still in print are for sale from the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402, or from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, IL 60690. Order by title and GPO Stock Number. Bulletins marked with an asterisk (*) are available only from the Chicago address. Bulletins that are out of print are available for reference at leading public, college, or university libraries or at the Bureau's Washington or regional offices.

Manufacturing

Basic Iron and Steel, 1983. BLS Bulletin 2221. $2.25*
Cigarette Manufacturing, 1986. BLS Bulletin 2276. $1.25*
Corrugated and Solid Fiber Boxes, 1987. BLS Bulletin 2135.
Grain Mill Products, 1982. BLS Bulletin 2207. $3*
Hosiery Manufacturing, 1987. BLS Bulletin 2321.
Industrial Chemicals, 1986. BLS Bulletin 2287. $2.50
GPO Stock No. 029-001-02934-9
Iron and Steel Foundries, 1986. BLS Bulletin 2292. $5.50
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Millwork, 1984. BLS Bulletin 2244. $2*
Miscellaneous Plastics Products, 1979. BLS Bulletin 2103. Out of print.
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Hotels and Motels, 1983. BLS Bulletin 2227. $3.25*
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GPO Stock No. 029-001-02939-0
Nursing and Personal Care Facilities, 1985. BLS Bulletin 2275. $5
GPO Stock No. 029-001-02921-7
Oil and Gas Extraction, 1982. BLS Bulletin 2193. $3*
Temporary Help Supply, 1987. BLS Bulletin 2313.

Employee Benefits in State and Local Governments, 1987

U.S. Department of Labor
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The Bureau of Labor Statistics issues its first bulletin on employee benefits in State and local goverments.

Data available

- Incidence and detailed characteristics of 14 employee benefits paid for at least in part by employer: Lunch and rest periods, holidays, vacations, and personal, funeral, jury-duty, military, and sick leave, sickness and accident, long-term disability, health, and life insurance, and retirement/capital accumulation plans. Retirement data include defined benefit plans and defined contribution plans, such as savings and thrift plans with salary reduction arrangements permitted under the Internal Revenue Code.
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